



AUSCYCLING

**NOMINATIONS COMMITTEE
REPORT & DIRECTOR
NOMINEE APPLICATIONS**

Version 1.0 | 7 April 2022

BACKGROUND

The AusCycling Nominations Committee met following the close of nominations to review the applications and prepare a report for Member Clubs with respect to the director election process.

The Nominations Committee consists of:

- Dean Ireland, Chair (independent)
- Lee Brentzell, AC deputy chair
- Darren Alomes, AC deputy chair
- Marne Fechner, CEO (non-voting)

2022 BOARD ELECTION

There will be an election to fill three Directors positions at the upcoming Annual General Meeting. As per the transition arrangements outlined in the AusCycling Constitution, the following Directors have terms ending:

Katrina Cowan, representing BMX.

- AC director and member of the Board's Finance Audit & Risk Committee and Chair of the Insurance Workgroup.
- Katrina is eligible for re-election.

Jenni McLeod, representing mountain bike.

- AC director and Chair of the Board's Diversity & Inclusion Advisory Group.
- Jenni is eligible for re-election.

Anne Gripper, representing road and track.

- AC director and Chair of the Board's Ethics & Integrity Committee.
- Anne is eligible for re-election.

Nine nominations have been received, and all have been deemed eligible by the AusCycling Nominations Committee. The following nominee order has been drawn by lot:

- Ian Bennett
- Jenni McLeod
- Phil Hamdorf
- John Nicholson
- Anne Gripper
- Brad Bellette
- Bianca Pickett
- Katrina Cowan
- Andrew Friebe

Nominee applications are attached with this report from the Nominations Committee, along with the election procedures.

STRATEGIC CONTEXT

With the establishment of AusCycling, the board and management has taken the opportunity to refresh and clarify our strategy towards 2032. The new strategy is built around four key pillars:

1. Unite and Empower

1. Create united, inclusive and empowered communities where clubs, teams, partners and people thrive.

2. Win the Hearts and Minds

2. Ensure every Australian child has access to bike education, and inspire more Australians to experience the joy, exhilaration, and benefits of riding a bike.

3. Be More for More

3. Grow and diversify our collective economy by being relevant to more of the Australian cycling and riding community.

4. Develop Champions

4. Deliver sustained performance success on the international stage and create healthy, inspirational role models that value their connection with the sport.

The AusCycling board plays an important role in this strategy, supporting management to ensure they deliver the intended outcomes. The AusCycling Nominations Committee has utilised the [Sport Australia governance principles](#) and board skills matrix to establish a set of priorities to assist members in reviewing the director applications.

AUSCYCLING GOVERNANCE PRIORITIES

Continuity

The Nomination Committee considers the continuity of the current board should be highly-weighted reflecting the early stage of AusCycling and the need to consolidate the merger over the medium term.

AusCycling was established in September 2020 and the Board has been in operation since October 2020. The establishment of AusCycling Board occurred at a time of significant COVID disruption, which has provided very few opportunities for the Board to meet face-to-face. The major areas of focus for the Board have included:

- Recruitment of the Chief Executive.
- Establishment of Board Committees including the State Advisory Councils.
- Development of the AusCycling policy framework.
- Winding up of the 19 entities.
- Refreshing the AusCycling strategy.
- Maiden year budgets and updated risk management plans.
- Implementation of the 24-month transition commitment.
- 2020 Tokyo Olympic and Paralympic games – staged in 2021.

The initial board of 12 directors (3 independent, 3 BMX, 3 MTB and 3 R&T), was reduced to 9 directors at the first AGM of AusCycling in November 2021, as per the Constitutional transition arrangements. Further, in January 2022, Craig Bingham replaced Duncan Murray as Board Chair.

2021 has been a period of significant disruption and change in the context of a newly formed Board and AusCycling as a newly formed organisation. The opportunity to consolidate and further build the Board's effectiveness will benefit the sport and its members.

Board Diversity

The Nominations Committee highly recommends that gender diversity is maintained - reflecting the community and stakeholder expectations.

Sport Australia promotes a 60%-40% split as a guide for optimal gender breakdown for board representation.

AusCycling currently sits at 50% female, 50% male and is a positive example for other national sporting organisations.

Increasingly, governments are adopting affirmative policy positions, linking gender diversity on boards to funding agreements. Sports may not be funded unless they can demonstrate gender diversity.

Maintaining gender diversity on the AusCycling board is critical, not only because it's good for business, but it is vital for our relationship with government, the community and the commercial sector.

AusCycling has also recently launched an important initiative with the establishment of the Inclusion and Diversity Advisory Group. This group will not only advise the board on optimal policy frameworks but will support the development of programs and initiatives across First Nations, CALD, disability, identity and more.

The Nomination Committee also acknowledge the value of 'discipline' and 'geographic' diversity, along with ensuring the board has a diverse range of skills and experience, which is covered in the next section.

Director Skills and Experience

The Nomination Committee recommends that the following skills and experience are prioritised when considering director elections.

Leadership and Governance Experience

Candidates should be able to demonstrate leadership and governance experience relevant to AusCycling.

Influence

As AusCycling embarks on an aggressive agenda of diversification and growth, the ability to build strong relationships and influence key stakeholders in the areas we operate including local, state and federal governments, commercial and philanthropic Australia, will be critical.

Integrity

Our integrity is everything. A strong understanding ethics and integrity in sport and strategic risk management will be valued.

International Relations

As a member of the UCI, AusCycling operates in a global sporting environment. Our ability to understand and navigate domestic, regional, and international sporting environments will be advantageous.

LET'S RIDE TOGETHER